

LABOUR DEPARTMENT

The 23rd November, 1982

No. 9(1)-81/6Lab./11074.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following Arbitration award of Shri P. C. Gupta and N. K. Bhatt, Arbitrators in respect of the dispute between the Management of M/s Indo Swiss Time Limited and its workmen.

BEFORE THE JOINT ARBITRATORS SHRI N. K. BHATT AND SHRI P. C. GUPTA

Arbitration under section 10(a) of the Industrial Disputes Act, 1947 published by the Haryana Government Notification No. ID/GGN/357/81/35795, dated 30th July, 1981.

**IN THE MATTER OF INDUSTRIAL DISPUTE BETWEEN M/S. INDO SWISS TIME LTD.,
NEW DELHI AND ITS WORKMEN**

In the above case, the parties entered into an Arbitration, referring the following disputes to the Arbitration :—

- (a) Variable Dearness Allowance, Minimum Wages, Pay Scales and categorisation of workmen.
- (b) Profit sharing bonus for the year 1979-80.
- (c) Procedure of confirmation and Promotions.
- (d) Any other matter that the parties may refer to the Arbitrators on or before 15th June, 1981.

Thereafter, by order, dated 23rd October, 1981 and 28th February, 1982 the Arbitrators gave interim awards and by the agreement, dated 23rd October, 1981 the time for submission of the award was extended by six months by the parties. The parties had agreed to extend the period for submission of the final award by another six months. The matter was discussed with the representatives of the parties and now we hereby give the final award in this matter.

The first matter of dispute is Minimum Wages, variable Dearness Allowance, Pay Scales and Categorisation of workers. The Minimum Wages and Variable Dearness Allowance have already been decided and confirm that the Variable Dearness Allowance and minimum wages will be paid to the workers who will be entitled to the same in accordance with the notification issued by the Government of Haryana under the Minimum Wages Act for General Engineering Industry and the pay scale will also be the same as laid down in the notification.

The amount of Rs 20 per month, awarded by the part Award, dated 28th February, 1982 remains unchanged, but it will not be cited as a precedent in future. Regarding categorisation of workmen, the parties have agreed to categorise the workmen as per statement enclosed with the Award. In the statement the designation and categories of the workmen have been given and the management is directed to mention the designation and category on the passes of the workmen as mentioned in the statement. In future for new recruitment, if any, the designation and category of the workers will be as per notification of the Government of Haryana, issued from time to time and that will be mentioned on the passes of their workmen concerned.

The next matter of dispute is profit Sharing Bonus for the year 1979-80 and 1980-81. The payment of bonus already made for the years, 1979-80 and 1980-81 as per interim award dated 23rd October, 1981 will remain as final. For subsequent years the bonus will be paid in accordance with the provisions of the Payment of Bonus Act. In order to maintain cordial relations and present industrial atmosphere, the management agree to pay 10% of the wages for the workers in 1981-82 as interim bonus subject to adjustment against the bonus payable to workmen for the year 1981-82 in accordance with the principle of Payment of Bonus Act on the basis of the Balance Sheet of the year 1981-82. The above payment of interim bonus will be made nearly seven days before Diwali in 1982.

The next term of reference is procedure of Promotion and Confirmation. As far as this matter is concerned, it has been provided in the Standing Orders of M/s Indo Swiss Time Ltd. and the provisions are considered to be reasonable. It is awarded that the procedure of confirmation and promotion as mentioned in the Standing Orders should be followed. In view of this, no further directions are necessary.

In the Part Award dated 28th February, 1982, it was awarded that out of six charge-sheeted/dismissed workers five workers will be taken on duty as a gesture of goodwill on the part of the management. Since there were wide differences between the parties regarding Shri S. K. Sharma, it was left undecided. The Arbitrators are informed that since then the case of Shri S. K. Sharma has been referred by the Haryana Government to the adjudication of the Labour Court, Faridabad by Reference No. 61 of 1981 and presently the case is pending in the Labour Court. The parties were, however, persuaded to settle the case of Shri S. K. Sharma, in arbitration proceedings on the following terms :—

Shri S. K. Sharma is re-instated without any back wages and his re-instatement will be effective from the date of withdrawal of his case pending in the Labour Court.

The above noted compromise and settlement is considered fair and reasonable by the arbitrators and hence the arbitrators award the same. It is further hoped by the arbitrators that both the parties will do their efforts to keep industrial peace and harmony to achieve the goal of production and productivity.

P. C. GUPTA,
Arbitrator.

N. K. BHATT,
Arbitrator.

Signed this day the 25th September of 1982.

Before the joint Arbitrators in the matter of Industrial Dispute between Indo Swiss Times Ltd., New Delhi and its workmen.

INDO SWISS TIME LIMITED
CATEGORY-WISE LIST OF WORKERS

S. No.	Name	Token No.	Designation	Category	Date of Joining	Present Wages
1	Mr. Satish Kumar	3103	Jr. Watch Assembler	Semi-Skilled 'A'	7-3-78	390.00
2	Miss Nisha Rani	3108	Ditto	Ditto	1-6-78	390.00
3	Miss Rajni Chopra	3110	Ditto	Ditto	3-7-78	390.00
4	Miss Suman Bala Mehta	3114	Ditto	Ditto	3-7-78	390.00
5	Miss Ishwar Devi	3115	Ditto	Ditto	3-7-78	390.00
6	Miss Neelam	3117	Ditto	Ditto	3-7-78	390.00
7	Mr. Ved Parkash	3120	Ditto	Ditto	6-7-78	390.00
8	Mrs. Pushpa Rani	3122	Ditto	Ditto	10-7-78	390.00
9	Mrs. Sudarshna Kumari	3123	Ditto	Ditto	10-7-78	390.00
10	Mr. Shyampal Singh	3133	Ditto	Ditto	13-9-78	390.00
11	Mrs. Usha Rani	3139	Ditto	Ditto	15-3-79	380.00
12	Miss Madhulika	3145	Ditto	Ditto	1-6-79	380.00
13	Miss Raj Rani	3152	Ditto	Ditto	2-6-79	380.00
14	Miss Saroj Arora	3153	Ditto	Ditto	2-6-79	380.00
15	Miss Ranjna Jain	3170	Ditto	Ditto	25-10-79	380.00
16	Miss Mariamma M. T.	3171	Ditto	Ditto	27-10-79	380.00
17	Miss T. R. Usha	3173	Ditto	Ditto	1-11-79	380.00
18	Miss Sushma Kumari Sharma	3180	Ditto	Ditto	2-12-79	380.00
19	Miss Asha Rani	3182	Ditto	Ditto	7-12-79	380.00
20	Miss Neelam Kumari	3188	Ditto	Ditto	10-3-80	370.00
21	Miss Sawaran Lata	3189	Ditto	Ditto	10-3-80	370.00
22	Smt. Shyama	3194	Ditto	Ditto	9-7-80	370.00
23	Mr. David Manjit Singh	3195	Watch Repairer	Ditto	23-7-80	390.00
24	Miss Chander Rekha	3196	Jr. Watch Assembler	Ditto	5-6-79	380.00
25	Miss Sudha Sharma	3203	Ditto	Ditto	1-4-81	365.00
26	Miss Shashi Bala	3204	Ditto	Ditto	10-4-81	365.00
27	Miss Daya Wanti	3206	Ditto	Ditto	16-4-81	365.00
28	Miss Shama Rani	3208	Ditto	Ditto	29-4-81	365.00

S. No.	Name	Token No.	Designation	Category	Date of Joining	Present Wages
29	Miss Chander Kanta	3293	Jr. Watch Assembler	Semi-Skilled 'A'	29-3-82	365.00
30	Mr. Ram Kumar	3296	Jr. Watch Repairer	Ditto	14-4-82	365.00
31	Mr. Sat Pal Malhotra	3298	Ditto	Ditto	22-4-82	365.00
32	Miss Parvesh Bala	3210	Jr. Watch Assembler	Ditto	16-5-81	365.00
33	Mrs. Santra Kaushik	3218	Ditto	Ditto	16-5-81	365.00
34	Miss Raj Gupta	3223	Ditto	Ditto	16-5-81	365.00
35	Miss Raj Rani	3224	Ditto	Ditto	18-5-81	365.00
36	Miss Vimla Rathaure	3225	Ditto	Ditto	20-5-81	365.00
37	Miss Santosh Rathaure	3226	Ditto	Ditto	20-5-81	365.00
38	Miss Suman Bala	3227	Ditto	Ditto	25-5-81	365.00
39	Miss Raj Rani Arora	3228	Ditto	Ditto	9-6-81	365.00
40	Miss Sunita Sharma	3231	Ditto	Ditto	6-7-81	365.00
EBAUCHES						
41	Miss Kiran Sharma	5801	Jr. Operator	Ditto	1-4-81	365.00
42	Miss Nirmal Kapoor	5005	Ditto	Ditto	7-6-79	365.00
43	Mr. Gaj Raj Singh	5032	Ditto	Ditto	13-8-80	365.00
44	Miss Shanti Devi	5033	Ditto	Ditto	18-8-80	365.00
45	Miss Veena Rani	5036	Ditto	Ditto	26-9-80	365.00
46	Miss Rama Shanker Pd.	5042	Ditto	Ditto	26-11-80	365.00
47	Miss Indu Sharma	5044	Ditto	Ditto	8-4-81	365.00
48	Mr. Ram Sagar	5045	Ditto	Ditto	9-5-81	365.00
49	Mr. Chiranji Lal	5046	Ditto	Ditto	24-7-81	365.00
50	Miss Parveen Bala	5048	Ditto	Ditto	29-7-81	365.00
PLATING						
51	Mr. Harbans Lal Arora	5505	Jr. Inspector	Ditto	7-4-80	365.00
52	Mr. Rai Singh	5507	Jr. Operator	Ditto	14-3-81	365.00
53	Mr. Sadasvin Pillai E. P.	5509	Ditto	Ditto	23-6-81	365.00
PRESS SHOP						
54	Mr. Udaibir Singh	4504	Ditto	Ditto	14-3-81	365.00
55	Miss Aradhika	4523	Ditto	Ditto	2-4-82	365.00
56	Miss Pushp Lata	4505	Ditto	Ditto	16-5-81	365.00
57	Miss Santhamma J.	4509	Ditto	Ditto	29-7-81	365.00

S. No.	Name	Token No.	Designation	Category	Date of Joining	Present Wages
<u>ASSEMBLY</u>						
1	Miss Sneh Lata	3013	Jr. Watch Assembler	Semi-Skilled 'B'	1-8-77	415.00
2	Mrs. Kamlesh Sharma	3014	Ditto	Ditto	1-8-77	415.00
3	Mrs. Geeta Bali	3020	Ditto	Ditto	1-8-77	415.00
4	Miss Ranju Bala	3022	Ditto	Ditto	1-8-77	415.00
5	Miss Harinder Kaur	3028	Ditto	Ditto	1-8-77	415.00
6	Miss Vcera Rani	3029	Ditto	Ditto	1-8-77	415.00
7	Mrs. Leela Wanti	3030	Ditto	Ditto	1-8-77	415.00
8	Mrs. Savitri Devi	3035	Ditto	Ditto	1-8-77	415.00
9	Mrs. Raj Arora	3056	Ditto	Ditto	17-10-77	415.00
10	Mrs. Uma Devi	3057	Ditto	Ditto	17-10-77	415.00
11	Miss Parvesh Kumari	3062	Ditto	Ditto	17-10-77	415.00
12	Mrs. Tripta Kumari	3063	Ditto	Ditto	17-10-77	415.00
13	Mrs. Santosh Kumari	3067	Ditto	Ditto	7-11-77	415.00
14	Mrs. Gopali Rani	3074	Ditto	Ditto	26-11-77	415.00
15	Mrs. Bhagwanti	3079	Ditto	Ditto	29-11-77	415.00
16	Mrs. Kanta Rani	3089	Ditto	Ditto	24-12-77	415.00
17	Mr. Hukam Chand	3257	Jr. Watch Repairer	Ditto	27-8-81	390.00
18	Mr. Rattan Lal Verma	3263	Ditto	Ditto	9-12-81	390.00
<u>MAINTENANCE</u>						
19	Mr. Digamber Singh	5203	Asstt. A. C. Operator	Ditto	10-10-79	397.00
20	Mr. Chotte Lal Saini	5209	Wireman	Ditto	21-10-80	412.00
<u>AUTOMATS</u>						
21	Mr. H. Chakraborti	5002	Operator	Ditto	15-4-79	452.00
22	Mr. Ram Singh Kaundal	5086	Do	Ditto	1-7-82	390.00
23	Mr. Gaj Ram Singh	5080	—	Ditto	1-5-82	390.00
<u>ASSEMBLY</u>						
24	Mr. Girdhari Lal	3300	Jr. Watch Repairer	Ditto	23-5-82	390.00

S. No.	Name	Token No.	Designation	Category	Date of Joining	Present Wages
<u>SKILLED 'A'</u>						
<u>PLATING</u>						
1	Mr. Randhawa Singh ELECT	5504	Spray Painter	Skilled 'A'	1-4-80	467.00
2	Mr. B. Unnikrishnan	5208	Jr. A.C. Operator	Ditto	28-7-80	442.00
<u>AUTOMATS</u>						
3	Mr. Sant Ram Thakkur	5058	—	Ditto	3-10-81	447.00
<u>PRESS-SHOP</u>						
4	Mr. Kedar Nath Yadav	4522	Press Operator	Ditto	6-1-82	432.00
<u>ASSEMBLY</u>						
5	Mr. Mohammad Aslam	3276	Watch Repairer	Ditto	21-1-82	432.00
<u>SKILLED 'B'</u>						
<u>MAINTENANCE</u>						
1	Mr. R. M. Yadav	5201	Gen. Set Operator	Skilled 'B'	2-7-79	492.00
2	Mr. Crusha C. I.	5206	Fitter-cum-Operator	Ditto	1-2-80	517.00
<u>MISCELLANEOUS</u>						
3	Mr. Pabhlad Narain Sharma	2055	Carpenter	Ditto	8-5-79	542.00
<u>ASSEMBLY</u>						
4	Mr. Suresh Chand Sharma	3044	Watch Repairer	Skilled 'B'	6-8-77	542.00
<u>AUTOMATS</u>						
5	Mrs. Kamla Devi	5003	Inspector	Ditto	27-3-78	542.00
6	Mr. Kul Bhushan	5014	Turner	Ditto	11-11-79	542.00
7	Mr. R. P. Lal	5016	Operator-cum- Setter	Ditto	26-2-80	542.00
8	Mr. Roshan Lal Thakkur	5030	Sr. Operator-cum- Setter	Ditto	7-8-80	582.00
<u>PLATING</u>						
9	Mr. Pabhlad Kumar	5501	Plating Operator	Ditto	1-8-79	542.00

S. No.	Name	Token No.	Designation	Category	Date of Joining	Present Wages
<u>ELECTRICAL</u>						
10	Mr. Chander Pal Singh	4005	Electrician	Skilled 'B'	9-11-78	592.00
<u>UNSKILLED</u>						
<u>MISCELLANEOUS</u>						
1	Mr. Bhawani Singh	2004	Watchman	Unskilled	10-9-77	402.00
2	Mr. Ganpat Singh	2007	Do	Do	19-1-78	362.00
3	Mr. Kishan Chand	2049	Do	Do	10-3-79	352.00
4	Mr. Duli Chand	2008	Do	Do	24-1-78	372.00
5	Mr. Gokul Singh	2019	Do	Do	11-2-78	372.00
6	Mr. Kartar Singh	2080	Do	Do	1-2-80	352.00
7	Mr. Mohinder Singh	2088	Do	Do	9-4-80	352.00
8	Mr. Babu Lal	2103	Do	Do	10-10-80	352.00
9	Mr. Renwat Singh	2105	Do	Do	21-10-80	352.00
10	Mr. Jagbir Singh	2110	Do	Do	19-1-81	352.00
11	Mr. Sadul Singh	2114	Do	Do	26-3-81	342.00
12	Mr. Man Bahadur	2118	Sr. Watchman	Do	8-6-81	382.00
13	Mr. Dev Bahadur	2122	Watchman	Do	29-7-81	342.00
14	Mrs. Savitri Devi	2123	Lady-Checker	Do	24-8-81	340.00
15	Mr. Lal Chand	2127	Watchman	Do	14-11-81	340.00
16	Mr. Khim Pd. Sharma	2132	Do	Do	2-3-82	340.00
17	Mr. Raj Karan	2128	Do	Do	17-3-82	340.00
18	Mr. Ranjit Singh	2134	Do	Do	22-6-82	340.00
19	Mr. Puran Bahadur	2136	Do	Do	6-7-82	340.00
20	Mr. Rajender Singh	2137	Do	Do	9-7-82	340.00
<u>HELPERS</u>						
21	Mr. Khajan Singh	2075	Helper	Do	1-11-79	362.00
<u>AUTOMATS</u>						
22	Mr. C. Radhakrishnan	5007	Do	Do	23-9-79	342.00
<u>MISCELLANEOUS</u>						
23	Mr. Sukhbir Singh	2135	Do	Do	1-7-82	340.00
24	Mr. Ram Niwas	2138	Do	Do	23-7-82	340.00

S. No.	Name	Token No.	Designation	Category	Date of Joining	Present Wages
MAINTENANCE						
25	Mr. Krishan Chand	5214	Helper	Unskilled	1-7-82	340.00
26	Mr. Surender Kumar	2020	Peon	Do	1-3-78	372.00
27	Mr. Dharam Veer	2069	Do	Do	16-9-79	362.00
28	Mr. Sita Ram	2084	Do	Do	6-3-80	352.00
GARDNER AND MALI						
29	Mr. Ami Lal	2027	Gardener	Do	2-6-78	392.00
30	Mr. Gopi Nath Naik	2039	Do	Do	8-12-78	352.00
31	Mr. Kanhiya Lal	2073	Mali	Do	1-11-79	352.00
SWEEPERS						
32	Mr. Raj Kumar	2037	Sweeper	Do	10-11-78	340.00
33	Mr. Mata Din	2072	Do	Do	1-11-79	340.00
34	Mr. Nand Lal	2102	Do	Do	1-10-80	352.00
LEARNERS—1ST SIX MONTHS						
ASSEMBLY						
1	Miss Bimla Rani	3281	Learner	Learner	8-2-82	272.00
2	Miss Girijamma M. K.	3282	Do	Do	10-2-82	272.00
3	Miss Sosamma Johm	3283	Do	Do	18-2-82	272.00
4	Miss Alka Sharma	3284	Do	Do	24-2-82	272.00
5	Miss Meena Bhatnagar	3286	Do	Do	6-3-82	272.00
6	Miss Kuljeet Kaur	3287	Do	Do	7-3-82	272.00
7	Miss Nishat Anjum	3288	Do	Do	12-3-82	272.00
8	Miss Gurdeep Kaur	3289	Do	Do	12-3-82	272.00
9	Miss Kusum Mancham	3290	Do	Do	15-3-82	272.00
10	Miss Sushil Kumari	3291	Do	Do	24-3-82	272.00
11	Miss Pushpa Devi	3294	Do	Do	2-4-82	272.00
12	Miss Suman Lata	3297	Do	Do	20-4-82	272.00
13	Miss Neeta Grover	3299	Do	Do	10-5-82	272.00
14	Miss Neelam Kumari	3301	Do	Do	28-6-82	272.00
15	Miss Dalbir Kaur	3302	Do	Do	29-6-82	272.00
16	Miss Shakuntla Rani	3303	Do	Do	13-7-82	272.00

S. No.	Name	Token No	Designation	Category	Date of Joining	Present Wages
<u>AUTOMATS</u>						
17	Mr. Mohinder Singh	5070	Learner	Learner	27-2-82	272.00
18	Mr. Mahesh Chand Diwedi	5072	Do	Do	12-3-82	272.00
19	Miss Sheela Rani	5074	Do	Do	25-3-82	272.00
20	Mr. Dharamveer Singh	5075	Do	Do	3-4-82	272.00
21	Miss Sangeeta Chopra	5077	Do	Do	19-4-82	272.00
22	Mr. Jai Ram	5084	No	Do	24-6-82	272.00
23	Miss Santosh Kumari	5087	Do	Do	8-7-82	272.00
<u>EBAUCHES</u>						
24	Miss Chander Kanta	5803	Do	Do	28-6-82	272.00
<u>PRESS-SHOP</u>						
25	Miss Jatinder Kumari	4524	Do	Do	28-7-82	272.00
<u>LEARNER</u>						
<u>ASSEMBLY (ABOVE 6 MONTHS)</u>						
1	Miss Manju Lata	3235	Learner	Learner	1-8-81	322.00
2	Miss Kiran Bala	3238	Do	Do	2-9-82	322.00
3	Miss Kanta Rani	3240	Do	Do	3-9-81	322.00
4	Miss Kunti Devi	3241	Do	Do	6-9-81	322.00
5	Miss Asha Rani	3242	Do	Do	6-9-81	322.00
6	Miss Renu Bala	3247	Do	Do	9-9-81	322.00
7	Miss L. Saraswathi Amma	3248	Do	Do	9-9-81	322.00
8	Miss Neelam Kumari	3249	Do	Do	10-9-81	322.00
9	Miss Sudesh Kumari	3252	Do	Do	11-9-81	322.00
10	Miss Rama Adlakha	3253	Do	Do	11-9-81	322.00
11	Miss Radha Rani	3254	Do	Do	16-9-81	322.00
12	Miss Uma Rani	3255	Do	Do	18-11-81	322.00
13	Miss Hem Lata Kumari	3256	Do	Do	18-11-81	322.00
14	Mr. Ramesh Kumar	3258	Do	Do	23-11-81	322.00
15	Miss Omana G.	3265	Do	Do	17-12-81	322.00

S. No.	Name	Token No.	Designation	Category	Date of Joining	Present Wages
16	Miss Durga Devi	3266	Helper	Learner	1-1-82	322.00
17	Miss Molly Thomas	3267	Do	Do	9-1-82	322.00
18	Miss Elsamma M. T.	3268	Do	Do	9-1-82	322.00
19	Miss Susamma M. K.	3269	Do	Do	20-1-82	322.00
20	Santosh Kumari	3271	Do	Do	20-1-82	322.00
21	Miss S. Thankamani Amma	3273	Do	Do	21-1-82	322.00
22	Miss Suja Thomas	3272	Do	Do	20-1-82	322.00
<u>AUTOMATS</u>						
23	Miss Sharda Rani	5051	Do	Do	4-8-81	322.00
24	Miss Sushma Sharma	5052	Do	Do	17-8-81	322.00
25	Miss Sunita Kumari	5053	Do	Do	17-8-81	322.00
26	Miss Manju Dhawan	5056	Do	Do	30-9-81	322.00
27	Mr. Balbir Singh	5059	Do	Do	3-10-81	322.00
28	Mr. Mani Ram Saini	5060	Do	Do	3-10-81	322.00
29	Miss Santosh Kumari	5063	Do	Do	1-11-81	322.00
30	Miss Asha Rani	5064	Do	Do	5-11-81	322.00
31	Mrs. Amita Prabhakar	5065	Do	Do	12-11-81	322.00
<u>PRESS-SHOP</u>						
32	Miss Gracy Antoney	4510	Do	Do	1-8-81	322.00
33	Mr. Vijay Kumar Gupta	4513	Do	Do	28-9-81	322.00
34	Miss Sushma Verma	4514	Do	Do	5-10-81	322.00
35	Miss Saraswati Devi	4516	Do	Do	13-11-81	322.00
36	Mr. Ved Parkash	4515	Do	Do	12-11-81	322.00
37	Miss Sushila Devi	4517	Do	Do	13-11-81	322.00
38	Miss Rukmani Sharma	4519	Do	Do	21-11-81	322.00
39	Mr. Multan Singh	4520	Do	Do	22-11-81	322.00
<u>PLATING</u>						
40	Mr. Guru Pd. Mukherjee	5510	Do	Do	25-11-81	322.00
<u>HIGHLY SKILLED</u>						
<u>AUTOMATS</u>						
1	Mr. K. K. Khanna	—	Jr. Foreman	Highly Skilled	9-9-79	975.00

S. No.	Name	Token No.	Designation	Category	Date of Joining	Present Salary/Wages
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ASSEMBLY

2	Mr. Kaminder Singh	—	Jr. Foreman	Highly Skilled	18-4-81	925.00
3	Mr. Mohd. Raffi	—	Ditto	Ditto	6-7-81	800.00
4	Mr. Inder Jeet Agnihotri	—	Ditto	Ditto	19-9-81	700.00
5	Mr. S. K. Yadav	—	Sr. Engineer	Ditto	29-8-81	1,025.00 102.50 } H.R.A.
6	Mr. Sarbjit Birdi	—	Ditto	Ditto	28-12-81	1,075.00 102.50 } H.R.
7	Mr. Swpan Kumar Ghosh	—	Ditto	Ditto	29-2-81	1,100.00 110.00 } H.R.
8	Mr. Dil Bagh Rai Arora	—	Foreman	Ditto	15-1-79	1,025.00
9	Mr. Radhey Shyam Gupta	—	Sr. Foreman	Ditto	16-10-78	1,380.00 138.00 } H.R.
10	Mr. Deepak Humar Sehgal	—	Maintenance Engineer	Ditto	26-5-82	1,500.00
11	Mr. J. K. Jain	—	Jr. Engineer	Ditto	22-12-79	875.00
12	Mr. D. K. Verma	—	Ditto	Ditto	21-1-80	875.00
13	Mrs. Manju Sharma	—	Ditto	Ditto	24-12-81	875.00

DRIVERS

14	Mr. Raghubir	2078	Driver	Driver	4-1-80	450.00
15	Mr. Harish Chand	9124	Do	Do	28-7-81	450.00

I. T. I. TRAINEES

1st Year	20	350.00
2nd Year	2	400.00
3rd Year (Skilled 'A')	9	360.00 + 72.00 = 432.00
	31	